



Dr. Parmpreet Kalsi

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Dr. Kalsi is a published health psychologist and executive coach who helps organizations strengthen leadership capability and build healthy, high performing cultures. With over a decade of experience in higher education and healthcare, she understands the complexities and pressures leaders face in workplaces as they drive for growth.

Drawing on her expertise in psychology, behavioral science, and neuroscience, Dr. Kalsi translates human performance research into practical strategies teams can apply at work. She helps support and accelerate leader development, increase employee engagement, and support organizational effectiveness. Dr. Kalsi delivers clear, actionable guidance that helps professionals elevate their influence, deepen leader self-awareness, and design environments where people thrive. Her sessions provide evidence-based tools that can immediately be put to work, empowering leaders to create workplaces that are resilient, inclusive, and aligned with business goals.

Speaking Engagements

Neuroscience of Leadership: Trust and Psychological Safety. Trust and psychological safety are foundational to how the brain learns, and how teams collaborate and perform. When people feel secure, the brain's threat responses recede and make room for curiosity, creativity, and connection. Leadership behaviors play a pivotal role in shaping these conditions and can significantly influence engagement across a team.

Objectives:

- Understand how low trust and low psychological safety trigger threat responses in the brain and shape behavior.
- Build trust and safety through consistent, transparent leadership habits that reduce uncertainty.
- Apply key neuroscience principles to create team environments that support learning, collaboration, and strong performance.

Trauma Literacy for Leaders, Teams, and Managers. Today's workplace demand leaders who understand the real impact of stress and past experiences on behavior, making trauma literacy essential rather than optional. Building this awareness helps leaders create steadier, more supportive environments where people can stay regulated and perform at their best.

Objectives:

- Recognize signs of dysregulation and treat emotions as real time data.
- Build environments that emphasize clarity, choice, and consistency through a coaching mindset.
- Integrate trauma informed practices into systems.

Importance of Rest and Recovery as a Leadership Skill. Rest is a performance amplifier. When leaders model recovery, they create cultures where sustainable productivity is possible. Rest strengthens cognition, emotional regulation, and decision quality, while also reducing burnout and turnover across teams. Leaders who treat rest and recovery as core disciplines return to their work sharper, steadier, and more creative, and they help their teams build habits that support long term performance and well-being.

Objectives:

- Understand how rest affects focus, resilience, and long-term performance.
- Learn how to integrate micro and macro recovery practices into daily leadership rhythms through an energy audit.
- Identify and model healthy boundaries to encourage sustainable team habits..

Understanding Resistance to Change. Many change efforts fall short because of resistance to change and limited support and communication. By understanding the neuropsychology behind change resistance, leaders can respond with greater clarity and empathy.

Objectives:

- Identify the neuropsychological drivers behind resistance to change.
- Use emotional intelligence to recognize concerns, regulate reactions, and respond with empathy.
- Apply communication and planning strategies that reduce threat, increase clarity, and support smoother transitions.

Understanding the Intention-Behavior Gap. Behavioral science shows that even with clear goals, people can struggle to turn intention into consistent action. Stress, habits, and uncertainty can widen the gap and slow meaningful change. Closing it requires curiosity, self-awareness, and small steps that make new behaviors feel achievable and safe.

Objectives:

- Understand the behavioral science behind why intentions don't always translate into action.
- Practice small, achievable steps that make new behaviors easier to start and sustain through the courage leap framework.
- Create conditions that support consistent follow through and lasting behavior change.